

# INDIVIDUAL STUDENT ASSESSMENT PLAN (ISAP)

## ARNG Officer Candidate School

1. References. TRADOC Regulation 350-70, Army Learning Policy and Systems, and TRADOC Pamphlet 350-70-5.

2. Requirements. The ISAP will be presented to students as part of initial counseling/inprocessing. TRADOC 350-70 and TRADOC PAM 350-70-5 requires the ISAP be provided in writing and explains evaluation methods, counseling, exams, retesting policy, nonacademic assessment requirements and graduation requirements. The ISAP will be posted in common areas for the students to review.

3. Individual Student Assessment Plan (ISAP) Per TR 350-18

The ISAP details how the proponent school determines if a student has demonstrated a sufficient level of competency to pass the course or training. It specifically identifies course completion requirements to include the minimum passing score (go/no go) for each written or performance examination, final grade requirements, minimum course attendance requirements (if applicable) and specific assessments that must be satisfactorily completed to graduate. It specifically identifies how the student's performance must be assessed. Specific lessons assessed in each assessment are identified. Counseling and reassessment policy are delineated. Other evaluations that affect graduation—such as the Army weight control program and Army physical fitness tests are identified and their requirements included.

4. You will be administered three (3) written exams during Phase I, Leadership, Justice, Army Training Management and a Land Navigation Practical night in to day. You will be administered four (4) written exams during Phase II, Military History, Supply, Tactics and Operations, and Call for Fire. Phase III you will be evaluated on the Troop Leading Procedures while conducting a squad lane.

- a. Each written exam is given equal weight (weighted the same—100 points).
- b. Exams are closed book; you cannot use notes or references when taking the exams.
- c. Exams consist of questions and scenarios for which you are expected to select the best possible response of the alternatives you are provided. In order to receive a passing score, you must answer the required percentage of the questions correctly.
- d. Students failing any exam will be counseled in writing on DA Form 4856, will receive remedial training and be retested. Candidates must pass all written examinations or retests with the score required on the lesson plan or higher depending on the exam requirement. Only one retest

will be given per exam. A second retest is given only under exceptional circumstances and must be recommended by the company commander and approved by the battalion commander. The OC who passes the retest is awarded the minimum passing score per the lesson plan regardless of actual score they receive; both scores are annotated on the End of Course Summary.

e. Candidates cannot fail more than three written exams. Failing three (3) written exams in phase I and phase II combined, will result in the candidate being put on academic probation. A fourth failure will result in a recommendation to the battalion commander for possible dismissal from the course. The candidate must be counseled on a DA Form 4856 of the consequences of the academic probation. *See flow chart included with this ISAP.*

f. If you feel your exam was graded incorrectly or a question on the exam had an error in it you may bring it to your instructor's attention during the exam review. Your instructor will review your concern with the senior instructor and/or the test control officer. Once your concern is assessed your instructor will inform you of the action that will be taken, such as regrading your exam, or submitting the error through the OCS Subject Matter Expert (SME) to Fort Benning.

5. Leadership Position Evaluations. Each student will receive and complete a minimum of one leadership position evaluation during Phase I and 2 during Phase II. Phase III candidate's will receive an evaluation during the LRC and FLX II operations. Leadership evaluation and counseling in OCS measures observed performance, not potential. Assessment is purposely subjective using Actions, Skills and Attributes from ADP 6-22 /ADRP 6-22 and an E-S-N scale (Excellent, Satisfactory or Needs improvement)

6. If you miss or cannot actively participate in 12 or more hours of scheduled training you may be recommended for recycle. Only the battalion commander can make exceptions to this policy.

7. **Phase I.** The following training events and exams must be successfully completed prior to the end of Phase I to be a graduate of this phase.

a. Examinations. You must score the required passing percentage on each exam. You must pass the three (3) written exams or retests and the Land Navigation individual practical night in to day exam. Phase I exams include: Land Navigation Night in to Day Practical, you must find 4 out of 5 points in 5 hours, Army Training Management, Justice, and Leadership. All exams and retest must be completed prior to the end of Phase I.

b. Six mile foot march. A six mile foot march is conducted in Phase I, along a suitable, six mile route. Uniform will be as listed in the lesson plan. Officer candidates must complete the six mile foot march without assistance (pulled, pushed, or carried) in 105 minutes. Successful completion of the six mile foot march is a Phase I requirement. A six mile foot march retest must be completed by the candidate prior to the end of phase I. The failure of a six mile foot march must be annotated on a DA Form 4856 Developmental Counseling Form.

c. Peer evaluation #1 is completed at the end of Phase I. Peer Evaluations provides you with the opportunity to assess the demonstrated leadership in other soldiers.

e. Program of Instruction (POI) Training. You must attend all POI training.

f. APFT/Height/Weight. All students will take and pass a standard APFT within 60 days prior to the start of Phase I. All students will meet and maintain height and weight standards IAW AR 600-9.

g. Leadership Evaluations Report. You will receive and complete a minimum of one leadership position evaluation during Phase I by your platoon trainer /NCO. The leadership positions are company commander, first sergeant, executive officer, platoon leader, platoon sergeant, and squad leader.

8. **Phase II.** The following training events and exams must be successfully completed prior to the end of Phase II to be a graduate of this phase.

a. Examinations. You must pass the 4written Phase II exams or retests. You must score as required by the lesson plan or greater on each exam. Candidates who pass the retest are awarded the minimum passing score regardless of the score they attain. Failure of any exam will be annotated on a DA form 4856, Development Counseling. Phase II exams include: Military History, Call for Fire, Supply Activities, and Operations/Tactics. All exams and retest must be completed prior to the end of Phase II.

b. Nine-mile foot march. You must complete the nine mile foot march without assistance within 157.5 minutes. A candidate who fails to meet the standard will be given one retest. Uniform and equipment is per the lesson plan.

c. Twelve-mile foot march. You must complete the twelve mile foot march without assistance within 210 minutes. A candidate who fails to meet the standard will be given one retest Uniform and equipment is per the lesson plan.

d. Peer evaluation # 2 and # 3 – Peer evaluation # 2 is completed in the middle of phase II and peer evaluation # 3 is completed at the end of phase II.

e. APFT. Traditional candidates must pass standard APFT within 60 days of Phase III start date. Accelerated candidates must pass a standard APFT within 20 days of Phase III start date.

f. 5 mile run. You must complete a five mile formation run without assistance in 45 minutes. A candidate who fails to meet the standard will be given one retest prior to the end of phase II. Uniform will be the APFU.

g. Program of Instruction (POI) Training. You must attend all POI training.

h. Leadership Evaluations Report. All students must have a minimum of two Garrison leadership position during Phase II and be counseled using the Leadership Evaluation Report (LER). You must receive an “E” or “S” to graduate Phase II.

i. Basic Rifle Marksmanship. This will be conducted using the EST 2000 and is a familiarization for the required live fire in phase III.

9. **Phase III.** The following training events must be successfully completed prior to the end of Phase III to be a graduate of this phase and the OCS course.

a. Obstacle Course. You must attempt each obstacle in order to graduate. The company commander may close some obstacles based on climatic or safety conditions. Failure to attempt each obstacle will result in recycle or elimination from the course.

b. Leadership Reaction Course (LRC). You must participate as a squad member and as a squad leader at LRC training. You will receive an evaluation on the Leadership Reaction Course Report (LRCR).

c. Field Leadership Exercise (FLX II). You will be evaluated during FLX II. You must receive an "E" or an "S" on a Field Leadership Evaluation Report (FLER) in order to graduate Phase III.

d. POI Training. You must attend all Phase III POI training.

e. Must be recommended by the OCS Company Commander (by signature on End of Course Summary Sheet Phase III) as possessing the leadership skills, attitudes and knowledge required of a newly commissioned second lieutenant prior to graduating Phase III and OCS.

10. Academic Evaluation Report (AER). The ARNG End of Course Summary is used to track the completion of all test scores and training events in all phases of OCS.

11. Honor code violations. A candidate will not lie, cheat, steal, nor tolerate those who do. A violation of this code may result in a recommendation for dismissal. See ARNG OCSOP for detailed information concerning the honor code.

12. Determining Class Honors/Awards. Any system that awards honors must be devoid of any impropriety or any appearance of impropriety. To avoid this, the ARNG OCS program uses an objective system to determine each state OCS Honor graduate and the next two candidates that will graduate with honors. While the leadership evaluations are subjective and comprise a portion of an OCs score, collectively they are numbered evaluations, and when considered together create an objective opinion of that officer candidates leadership abilities as compared to his or her peers. There are three different Honor Awards given individually: the Distinguished Honor Graduate (who is the Erickson Trophy recipient), the second Honor Graduate, and the third Honor Graduate. There are three other awards given, the Academic Award, the Physical Fitness Award, and the Leadership Award.

13. Components of the Honor Awards System. Officer candidates receive honor awards based on their performance in four major areas of the course: Academics, APFT #2, leadership evaluations, and peer evaluations. Any candidate that failed any of the three major areas and had to retest, excluding leadership evaluations, will not be in the running for an honor award. A 'not satisfactory' on a leadership evaluation does not disqualify a candidate from being considered for honor awards.

14. Each college or university makes the decision about assigning and accepting credits for Officer Candidate School (OCS). The American Council of Education in Washington D.C. evaluated the curriculum for OCS. The council's credit recommendations are in "A Guide to the Evaluation of Education Experiences in the Armed Forces.

15. Dismissal and Recycle from the OCS Course.

a. Non-academic. See attached diagram for Non-academic dismissal and recycle. This includes motivational and disciplinary dismissal from the current phase of training and /or the OCS Course.

b. Academic dismissal. See attached diagram for academic dismissal and recycle. Academic dismissal and recycle are conducted when a candidate fails an exam and retest with a score below 70% or after the 4<sup>th</sup> test failure.

c. Appeal process. See attached diagram for appeals. Appeals will be submitted to the school commandant or commander who will refer the proposed action and the appeal to the OSJA to determine legal sufficiency of the dismissal decision.

1. Students who elect to appeal will remain actively enrolled in the course pending disposition of their appeals.

2. All appeals must clearly provide new evidence not previously considered by the Approving Authority.

16. Any questions regarding this Individual Student Assessment Plan should be addressed through the chain of command.

# INDIVIDUAL STUDENT ASSESSMENT PLAN

## ARNG Officer Candidate School

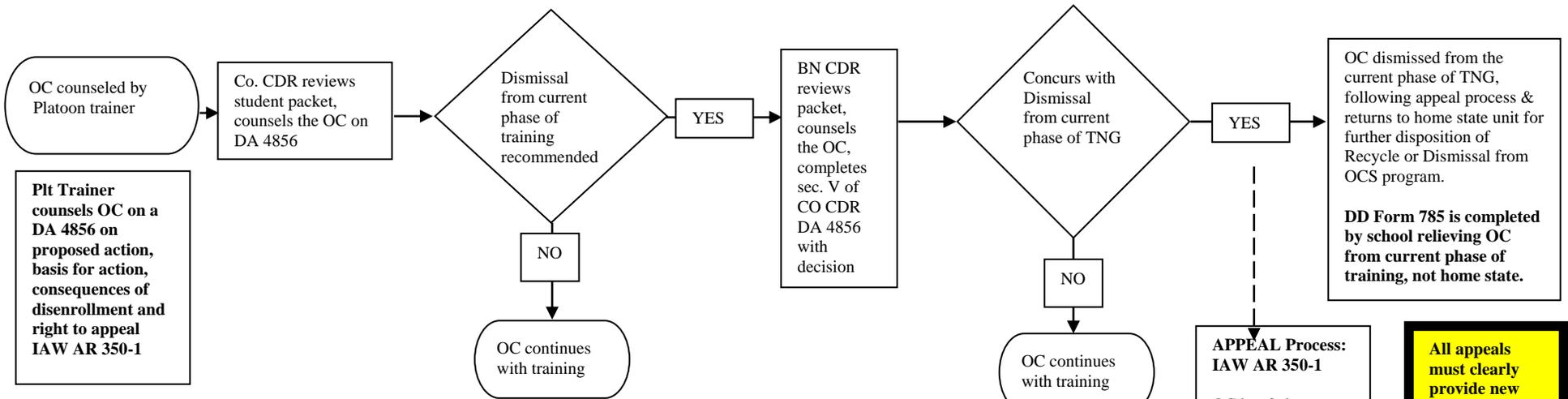
(Students must complete and sign the acknowledgement. Completed acknowledgments are separated from the ISAP and filed in students' academic folder; students retain the ISAP for reference.)

By signing below, I acknowledge that I have received a copy of the ARNG OCS Individual Student Assessment Plan. I have read the criteria and I understand the requirements for graduation of each Phase.

Signature \_\_\_\_\_

Printed name \_\_\_\_\_

Date \_\_\_\_\_



**Plt Trainer counsels OC on a DA 4856 on proposed action, consequences of disenrollment and right to appeal IAW AR 350-1**

## Non-Academic Dismissal or Recycle process for Motivational or disciplinary reasons

**APPEAL Process: IAW AR 350-1**

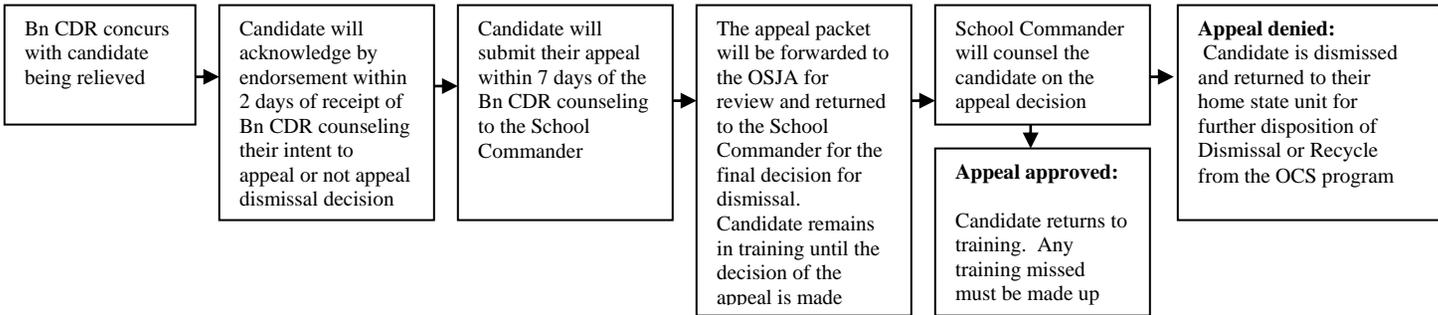
OC has 2 days to acknowledge & 7 days to submit to School Commander. The 7 day process starts with the Bn Cdr counseling.

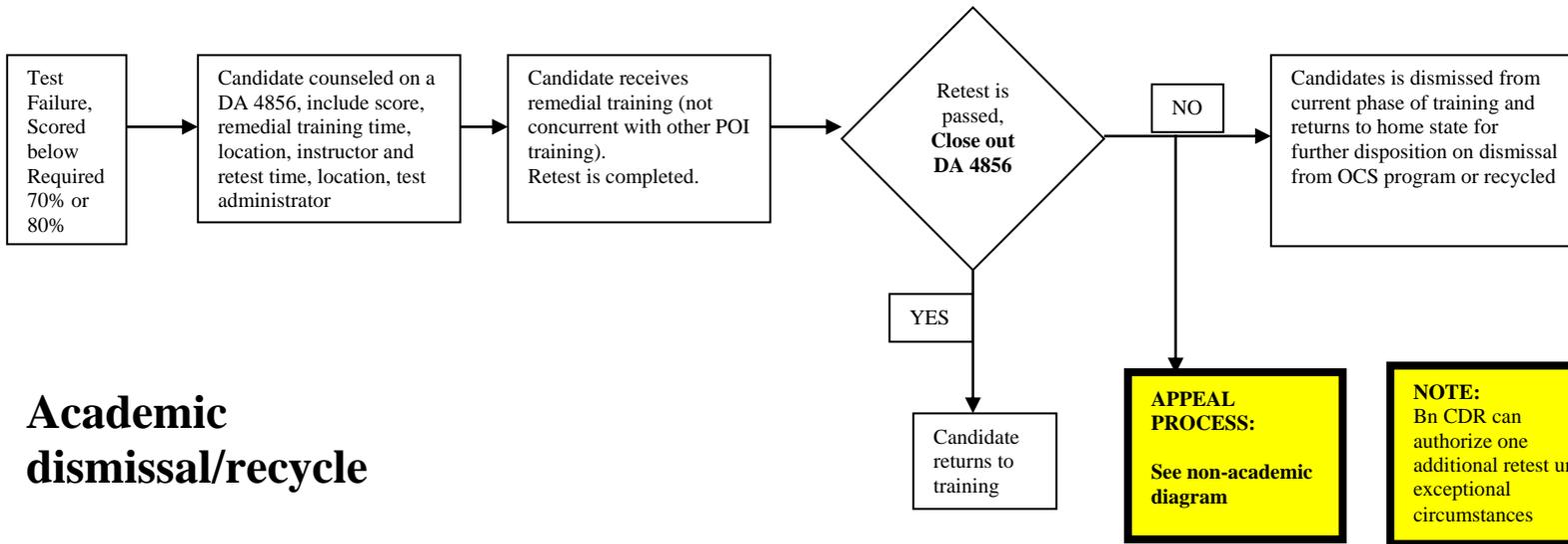
Appeal is forwarded to OSJA to determine legal sufficiency for dismissal action.

School Commander makes final decision once packet is returned from OSJA

**All appeals must clearly provide new evidence not previously considered by the Approving Authority.**

### APPEAL PROCESS





## Academic dismissal/recycle

